

# The Commission on Peace Officers' Standards & Training



## Annual Report

July 1, 2012 - June 30, 2013

# The Nevada Commission on Peace Officers' Standards & Training



## Mission Statement

To Develop and Deliver Professional Training, Ensuring That  
All Peace Officers and Their Agencies Comply with  
Established Statutes and Regulations

## Vision Statement

To Continually Raise Professional Standards and Training  
Excellence for All Nevada Peace Officers

## Philosophy Statement

POST is Committed to the Principles of Professionalism,  
Integrity and Leadership in Attaining the Highest Standards for  
Public Safety as the Cornerstone of a Free and Safe Society

# Executive Director's Message

This August marks my 20<sup>th</sup> year with Nevada POST, which is a significant mile marker for me and POST as I have the distinction of being the longest serving POST Director in the United States.

Over the past 20 years, I've had the privilege of witnessing this organization's growth and development into a highly professional regulatory agency that ensures the availability and delivery of up to date, quality, relevant training for all Nevada Peace Officers.

The biggest challenge that we face in coming years is attempting to manage our growing responsibilities with diminishing resources.

Considering those factors, our POST staff has continued to make a valiant effort to focus our effort on critical issues and leverage technology and computerization to stretch our meager resources. It is our responsibility to assist all Nevada Criminal Justice Agencies to raise their level of professionalism, increase the safety of their Peace Officers and reduce the potential for liability.

The 14<sup>th</sup> annual Law Enforcement Memorial Relay Run was a great success once again. Over 500 runners carried the baton nearly 450 miles from Las Vegas to Carson City to honor 123 fallen Nevada Peace Officers. This year's run was dedicated to:

- Deputy Denny Lawrence, Elko County Sheriff's Office
- Lieutenant Glenn Barnes, Washoe County Sheriff's Office
- Officer Vernon Carvin, Carson City Police Department

This was another great year for POST due in no small part to the help and assistance that we received from the Nevada Sheriffs' and Chiefs' Association and all the state and local agencies that provided us with personnel and valuable support and resources.

Enclosed in this Annual Report you will find our accomplishments and changes that have been made to POST during FY13.

Our sincere thanks to you all,

A handwritten signature in black ink, appearing to read "Richard P. Clark". The signature is fluid and cursive, with a large initial "R" and "C".

Richard P. Clark  
Executive Director  
Commission on Peace Officers' Standards and Training

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# History of POST

In 1965, the 53rd session of the Nevada State Legislature passed Assembly Bill 390, which established a five-member Commission on Peace Officers' Standards and Training (POST). The Commissioners were appointed by the governor and the Commission placed under the Attorney General's Office. The bill declared the purpose of POST: "...to raise the level of competence of state and local law enforcement officers by adopting rules, establishing minimum standards relating to the physical, mental and moral fitness, which shall govern the recruitment of a city, county or state agency employing peace officers." This was the beginning of what POST has become today. In 1969, it became the POST Committee under the Crime Commission, and in 1981 it was moved to the Department of Motor Vehicles and Public Safety. In 1999 the Commission became a stand alone agency under the Office of the Governor, and in 2005 the Commission expanded to its present size of nine Commissioners.

Throughout the years there have been many changes affecting criminal justice agencies in Nevada. In 1987, peace officers were placed in three categories: Category I encompassing general law enforcement officers; Category II for specialized limited enforcement duties; and, Category III for correction and confinement officers. Also in 1987, POST established the 24-hours annual continuing education requirement for all categories of peace officer. Over the years reciprocity with other states has made it easier to certify officers wishing to transfer to Nevada, and the maximum number of months that an officer can be out of law enforcement before being mandated to attend an academy was changed from 24 to 60 months.



# POST Overview

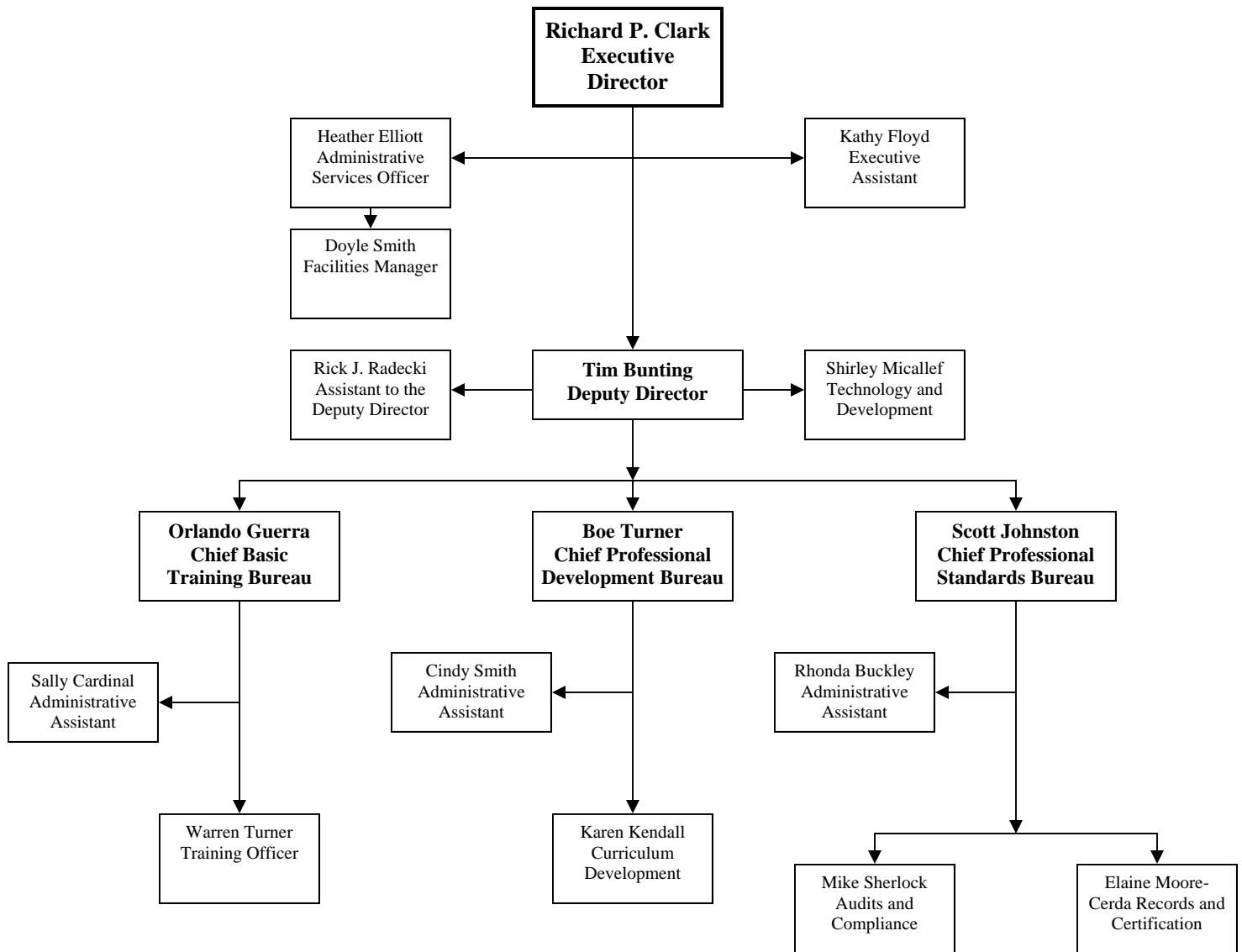
The Nevada Commission on Peace Officers' Standards and Training is the regulatory agency that establishes and maintains the laws, regulations, and acts as the governing authority for the behavior, hiring, basic and professional certification, course certification, and training requirements for all law enforcement officers in the state. The nine member Commission is composed of law enforcement officials that are appointed by the Governor. The Commission holds regularly scheduled public workshops and meetings in various locations around the state to discuss and revise laws and regulations, hear issues addressing the law enforcement community, and render judgment regarding officer behavior; which may result in suspension or revocation of POST certification. The functions of the Commission are instrumental in providing Nevada's citizenry with highly qualified law enforcement officers as well as providing the foundation for the state's law enforcement agencies to maintain the highest standards of public safety, with the aim of reducing the risk of liability, law suits, and community dissatisfaction.

The Commission's mission and activities are supported by an agency staff composed of an Executive Director, appointed by the Commission, and 16 employees. The staff of the POST agency is organized into four functions consisting of Administration, Professional Standards Bureau, Professional Development Bureau, and the Basic Training Bureau.

POST continues to actively improve the services it provides for Nevada's law enforcement community. For the past year, POST has been aggressively embracing computer technology to enhance the accuracy of their data collected on officers and improve communication with the law enforcement agencies. Several electronic forms are now available for agencies to submit information to POST regarding personnel changes, officer training, and course certification. The implementation of this direct information collection has streamlined the processes and has been proven to be efficient and beneficial to both the agencies and POST in maintaining current and accurate officer information.



# Staff Organization



As of July 2013



# POST Staff

## Administration:

The Administration staff is charged with the overall operation and management of the POST agency. Primary duties include: fiscal responsibility, personnel functions, policy and procedures, technology improvements, facility oversight and vehicle maintenance. In addition to the day-to-day activities, Administration staff serves as a liaison to the Governor's office, other state agency officials, all criminal justice executives, and supports all the activities of the Commission and the other bureaus within the agency.



Richard P. Clark,  
Executive Director



Tim Bunting,  
Deputy Director



Kathy Floyd,  
Executive Assistant



Heather Elliott,  
Administrative Services Officer



Shirley Micallef,  
Technology and Development



Rick J. Radecki,  
Assistant to the Deputy Director



Doyle Smith,  
Facilities Manager



# POST Staff

## **Professional Standards Bureau:**

The Professional Standards Bureau acts as the action arm of the Commission providing investigatory services for questionable issues, scheduling and supporting all public meetings, and completing any action items as directed by the Commission. As the primary support staff of the Commission, this bureau is also responsible for all tasks involving the legislative rulemaking processes that apply to any regulatory or statutory changes as directed by the Commission or resulting from enacted legislation. In addition to these primary responsibilities, the staff administers the state examination, tracks the employment and certification of every officer in the state, and verifies that Nevada's peace officers comply with all POST requirements including annual mandatory training. Audits of all criminal justice agencies, basic training academies, and individual courses are randomly conducted to verify quality and compliance with requirements.



Scott Johnston, Chief,  
Professional Standards  
Bureau



Mike Sherlock,  
Audits and Compliance



Rhonda Buckley,  
Administrative Assistant



Elaine Moore-Cerda,  
Records and Certification

# POST Staff

## **Professional Development Bureau:**

The Professional Development Bureau's primary mission is to provide the means of raising the professionalism and overall knowledge of law enforcement officers beyond the basic standards and requirements. This bureau develops objectives and delivers professional training that is offered online as well as through traditional classroom methods. Responsibilities also include setting the criteria and issuing POST professional certificates based on a specific level of achievement. The staff analyzes and reviews each officer's application in order to award the appropriate level of Advanced, Intermediate, Supervisor, Management, or Executive certification.



Boe Turner, Chief  
Professional Development  
Bureau



Cindy Smith,  
Administrative Assistant



Karen Kendall,  
Curriculum Development

# POST Staff

## Basic Training Bureau:

The Basic Training Bureau conducts two basic law enforcement academies each fiscal year for Category I and II peace officers that are hired by various law enforcement agencies throughout Nevada. This includes rural agencies, tribal agencies, as well as many state agencies such as State Parks, Gaming Control, Department of Wildlife, Attorney General's office, etc.

In addition to providing this vital training for the law enforcement community, this bureau serves as the model and a resource for other certified academies throughout the state in such areas as curriculum development, lesson plan creation, training techniques, and advice in achieving compliance with POST objectives and standards.



Orlando Guerra, Chief  
Basic Training Bureau



Sally Cardinal,  
Administrative Assistant



Warren Turner,  
Training Officer

# Fiscal Year 2013 Accomplishments

- Basic Certificates Issued: 639
- State Certification Exams Administered: 792
- Personnel Action Reports processed: 2,701
- Revoked or Suspended Basic Certification: 5
- Voluntary Surrender of Basic Certificate: 1
  
- Criminal Justice Agency Audits Conducted: 25
- Academy Audits Conducted: 16
- Certified Course Audits Conducted: 13
  
- Basic Training Program New Certification: 6
- In-Service Training Programs Certification: 23
- Professional Courses Certified: 204
  
- Intermediate Certificates Issued: 457
- Advanced Certificates Issued: 392
- Supervisor Certificates Issued: 82
- Management Certificates Issued: 13
- Executive Certificates Issued: 9
  
- E-learning Students: 1,068
- E-learning Training Hours: 9,052
- Professional Development Classroom Students: 238
- Professional Development Classroom Training Hours: 7,984
- Reciprocity Students Online Training: 41

## **Regulations Changes:**

- NAC 289.110 Minimum Standards for Appointment added a new standard of appointment prohibiting a person from being appointed as a peace officer if they have left civil service employment for substantiated misconduct involving dishonesty and provided for a definition of dishonesty.
- NAC 289.260 Management Certificate added to the minimum requirement for a Management Certificate by requiring the 200 hours of training for the certificate to be certified by the Commission.
- NAC 289.160 Minimum Standards for Training for Category III added counterterrorism and weapons of mass destruction which will standardize the training requirements for all three categories of peace officers.

# The POST Staff

## Administration

**Richard P. Clark**  
Executive Director

Serving since 1993, Dick's law enforcement experience includes four years as a military police officer and 26 years with Los Angeles Police Department. He retired from LAPD in 1991 as sergeant and watch commander. His education includes an AA degree in pre-veterinary science, BA degree in biology and a MA degree in psychology. He is also a graduate of the Northwestern University Law Enforcement Staff and Command College.

**Tim Bunting**  
Deputy Director

Serving since 2001, Tim retired from the U.S. Army as a Lieutenant Colonel of Infantry after 22 years of active federal service. During his career he served around the globe in a wide variety of challenging assignments. He is a 1978 graduate of Central Michigan University with a degree in physical education. He is also a graduate of numerous Army courses to include the U.S. Army Command and General Staff College.

**Kathy Floyd**  
Assistant to the  
Director

Serving since 2007, Kathy came to POST after serving 15 years in the private and corporate industries as an administrative assistant, officer manager, and purchasing assistant. She also has an extensive background in customer relations and customer service.

**Heather Elliott**  
Administrative  
Services Officer

Serving POST since 2003, Heather has worked for the State of Nevada in grants, the budget office and fiscal management. Prior to that she worked extensively in the non-profit sector. She has a BS in education from the University of Arizona and her MPA from the University of Nevada, Reno.

**Shirley Micallef**  
Technology and  
Development

Shirley joined POST in June of 2008, after working at the Supreme Court of Nevada since 2004. Prior to her employment with the State of Nevada, she was employed with IBM in various technical, managerial, training, and business related positions. Shirley holds a BA degree from Oakland University in Rochester, Michigan; is a SATE certified trainer, and a certified high school English teacher in the State of Florida.

**Doyle Smith**  
Facilities Manager

Serving since 2004, Doyle retired from the U.S. Air Force after 20 years of service. His education includes a BS in criminal justice from the University of Nebraska.

**Rick J. Radecki**  
Assistant to the  
Deputy Director

Rick joined POST in May of 2013. He is a native of southern California and a graduate of Cal Poly, Pomona, with a Bachelor's Degree in Communication Arts and a minor in Public Administration. He's been a database analyst, claims adjuster, purchasing assistant, radio deejay, and operates Lion's Roar Media Entertainment.

## Professional Standards Bureau

**Scott Johnston**  
Bureau Chief

Serving since 1992, Scott became the Bureau Chief June 2006. He began his law enforcement career in Oregon in 1978 and was his agency's FTO coordinator, training coordinator and an adjunct instructor at the Oregon Police Academy. Scott has BS degrees in Criminology and Psychology from Southern Oregon State College.

**Elaine Moore-Cerda**  
Records and Certification

Elaine began working at POST in May of 2013. She is a long-time Nevadan, almost 50 years, having moved here in 1964. She's worked for the State of Nevada for nearly 30 years and has a background of database administration, loan underwriting and an accumulation of statistical, secretarial and customer service skills.

**Mike Sherlock**  
Audits and Compliance

Mike has his Juris Doctorate degree and is a licensed attorney. His law enforcement career spans 26 years and has included assignments as a canine officer, field training officer, patrol supervisor, detective bureau supervisor, Operations Commander, robbery/homicide detective and detective sergeant, narcotics detective and narcotics supervisor. He teaches a wide variety of law

**Rhonda Buckley**  
Administrative  
Assistant

Rhonda began working with the Nevada Commission on POST in Feb. 2010. Prior to that she was employed 15-plus years with the Nevada Appeal newspaper as a feature writer covering many areas of the Carson City community. Rhonda also volunteers time with area non-profits, such as Advocates to End Domestic Violence, Food For Thought, Carson City Raiders Booster Club and the Supermodified Racing Association.

## **Professional Development Bureau**

**Boe Turner**  
Bureau Chief

Serving since 2006, Boe served 29 years in California law enforcement. He served in progressive positions of responsibility culminating as the administrative lieutenant for Mono County Sheriff's Office. He earned a BA degree from California State University. He holds a California POST Management Certificate.

**Karen Kendall**  
Curriculum  
Development

Karen Kendall has been a professional trainer/facilitator for over 30 years with emphasis on law enforcement. She currently develops and delivers over 100 law enforcement, management, leadership, supervisor, motivation, self improvement, and career development topics. She has a Bachelor of Science Degree in Business Management and Associate Degree in Criminal Justice. She is a certified trainer for Homeland Security, Covey Seven Habits of Highly Successful People, and the National Safety Council/Defensive Driving.

**Cindy Smith**  
Administrative  
Assistant

Serving since 2006, Cindy is a native of Hawaii and has held numerous positions from legal secretary to a collections officer for the credit union. She was assigned September 11, 2006.



## **Basic Training Bureau**

**Orlando Guerra**  
Bureau Chief

Orlando returned to POST in July of 2009. He is a retired Marine Corps Sergeant Major and a certified peace officer in Nevada. Orlando has a very extensive background in training and prior to POST, trained law enforcement personnel through Homeland Security.

**Warren Turner**  
Training Officer

Warren started at POST April, 2012 and came from Department of Energy where he was the firearms and in-service training instructor. Warren's law enforcement experience is from the Las Vegas Metropolitan Police Department. His military experience was as an airborne infantryman with the 82nd Airborne Division where he served in Gulf War I. He also served full time with the California National Guard. In all these fields Warren was actively involved with training.

**Sally Cardinal**  
Administrative  
Assistant

Serving since 2004, Sally worked six years in the educational field as a paraprofessional in special education with the Humboldt and Carson City School districts.

# Contact Us

## Commission on Peace Officers' Standards and Training

5587 Wa Pai Shone Avenue

Carson City, Nevada 89701

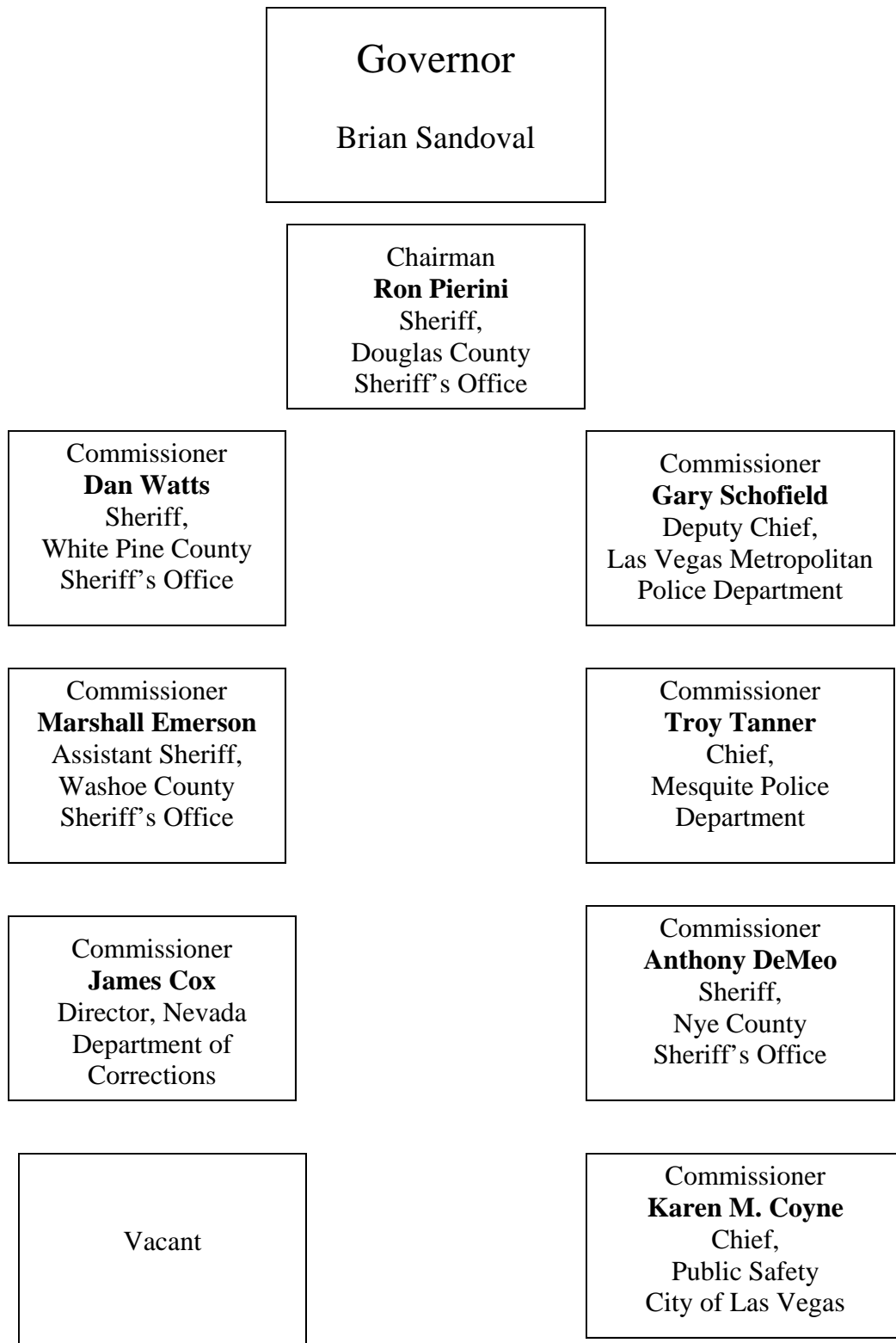
(775) 687-7678 (voice) (775) 687-4911 (FAX)

**Or visit our website:** <http://www.post.nv.gov>

### Phone Numbers and Email Addresses

Executive Director, Richard P. Clark	ext 3320	rclark@post.state.nv.us
Deputy Director, Tim Bunting	ext 3325	tbunting@post.state.nv.us
Administrative Services Officer, Heather Elliott	ext 3317	helliott@post.state.nv.us
Executive Assistant, Kathy Floyd	ext 3320	kfloyd@post.state.nv.us
Business Process Analyst, Shirley Micallef	ext 3313	smicallef@post.state.nv.us
Assistant to the Deputy Director, Rick Radecki	ext 3350	rradecki@post.state.nv.us
Facilities Manager, Doyle Smith	ext 3314	dbsmith@post.state.nv.us
Chief, Professional Standards Bureau, Scott Johnston	ext 3335	johnston@post.state.nv.us
Records and Certification, Elaine Moore-Cerda	ext 3331	emoorecerda@post.state.nv.us
Audits and Compliance, Mike Sherlock	ext 3348	msherlock@post.state.nv.us
Administrative Assistant Rhonda Buckley	ext 3349	rbuckley@post.state.nv.us
Chief, Basic Training Bureau, Orlando Guerra	ext 3308	oguerra@post.state.nv.us
Training Officer, Warren Turner	ext 3304	wturner@post.state.nv.us
Administrative Assistant, Sally Cardinal	ext 3310	scardinal@post.state.nv.us
Chief, Professional Development Bureau, Boe Turner	ext 3311	bturner@post.state.nv.us
Curriculum Development, Karen Kendall	ext 3326	kkendall@post.state.nv.us
Administrative Assistant, Cindy Smith	ext 3312	csmith@post.state.nv.us

# The POST Commission



# The POST Commissioners



ASSISTANT SHERIFF  
EMERSON



SHERIFF PIERINI  
CHAIRMAN



CHIEF TROY TANNER



CHIEF COYNE



DEPUTY CHIEF  
SCHOFIELD



SHERIFF DeMEO



DIRECTOR COX



SHERIFF WATTS

# Contact the Commissioners

**RON PIERINI, SHERIFF - CHAIRMAN**

Douglas County Sheriff's Office  
[www.douglasconvsheriff.com](http://www.douglasconvsheriff.com)

P. O. Box 218

Minden, Nevada 89423

PHONE: (775) 782-9903

**ANTHONY DeMEO, SHERIFF**

Nye County Sheriff's Office  
[www.nyecountysheriff.net](http://www.nyecountysheriff.net)

1520 E. Basin Road

Pahrump, Nevada 89060

PHONE: (775) 751-7012

**JAMES (GREG) COX**

Department of Corrections-NSP  
[www.doc.nv.gov](http://www.doc.nv.gov)

5500 Snyder Ave., Stewart Complex,  
Bldg. 17

Carson City, Nevada 89701

PHONE: (775) 887-3216

**KAREN COYNE, CHIEF**

Public Safety, City of Las Vegas  
[www.lasvegasnevada.gov/Government/detention](http://www.lasvegasnevada.gov/Government/detention)

495 S. Main St. 7th Floor

Las Vegas, Nevada 89101

PHONE: (702) 229-2424

**DAN WATTS, SHERIFF**

White Pine County Sheriff's Office  
[www.whitepinecounty.net](http://www.whitepinecounty.net)

1987 Great Basin Boulevard

Ely, Nevada 89301

PHONE: (775) 289-8808

**GARY SCHOFIELD, DEPUTY CHIEF**

Las Vegas Metropolitan Police Department  
[www.lvmpd.com](http://www.lvmpd.com)

400 S. Martin Luther King Boulevard

Las Vegas, Nevada 89106

PHONE: (702) 828-5850

**MARSHALL EMERSON, ASST. SHERIFF**

Washoe County Sheriff's Office  
[www.washoesheriff.com](http://www.washoesheriff.com)

911 Par Boulevard

Reno, Nevada 89512

PHONE: (775) 328-3004

**TROY TANNER, CHIEF**

Mesquite Police Department

[www.mesquitenv.gov/city-government/departments/police](http://www.mesquitenv.gov/city-government/departments/police)

695 Mayan Circle

Mesquite, Nevada 89027

PHONE: (702) 346-2840

E-Mail: [rpierini@co.douglas.nv.us](mailto:rpierini@co.douglas.nv.us)

FAX: (775) 783-6401

E-Mail: [ademeo@nyecounty.net](mailto:ademeo@nyecounty.net)

FAX: (775) 751-4232

E-Mail: [gcox@doc.nv.gov](mailto:gcox@doc.nv.gov)

FAX: (775) 887-3253

E-Mail: [kcoyne@lasvegasnevada.gov](mailto:kcoyne@lasvegasnevada.gov)

FAX: (702) 388-1807

E-Mail: [sheriffwatts@mwpower.net](mailto:sheriffwatts@mwpower.net)

FAX: (775) 289-1468

E-Mail: [G2930S@lvmpd.com](mailto:G2930S@lvmpd.com)

FAX: (702) 828-1504

E-Mail: [MEmerson@washoecounty.us](mailto:MEmerson@washoecounty.us)

FAX: (775) 328-6308

E-Mail: [ttanner@mesquitenv.gov](mailto:ttanner@mesquitenv.gov)

FAX: (702) 346-5537